

SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM			
<input type="checkbox"/>	UNCLASSIFIED	<input type="checkbox"/>	CONFIDENTIAL
<input type="checkbox"/>		<input type="checkbox"/>	SECRET
<b>OFFICIAL ROUTING SLIP</b>			
TO	NAME AND ADDRESS	DATE	INITIALS
1	Director of Personnel Rm 5E56, Hqs		
2			
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<input type="checkbox"/>	ACTION	<input type="checkbox"/>	DIRECT REPLY
<input type="checkbox"/>	APPROVAL	<input type="checkbox"/>	DISPATCH
<input type="checkbox"/>	COMMENT	<input type="checkbox"/>	FILE
<input type="checkbox"/>	CONCURRENCE	<input type="checkbox"/>	INFORMATION
<input type="checkbox"/>		<input type="checkbox"/>	PREPARE REPLY
<input type="checkbox"/>		<input type="checkbox"/>	RECOMMENDATION
<input type="checkbox"/>		<input type="checkbox"/>	RETURN
<input type="checkbox"/>		<input type="checkbox"/>	SIGNATURE
<b>Remarks:</b> <p>Harry -</p> <p>Jack told me a couple days ago of your efforts (with <span style="border: 1px solid black; padding: 0 20px;"> </span>) to "expose" some Security people. On 17 September 1971 we sent down a note (copy attached) on the minority employment problem. Is <span style="border: 1px solid black; padding: 0 20px;"> </span> or someone else developing anything on the ideas I hoisted?</p> <p style="text-align: right;"><i>15/ B</i> Robert S. Wattles</p> <p>Att <span style="border: 1px solid black; padding: 0 20px;"> </span></p>			
FOLD HERE TO RETURN TO SENDER			
FROM: NAME, ADDRESS AND PHONE NO.			DATE
Assistant Deputy Director for Support 7D18, Hqs			
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FORM NO. 237 Use previous editions  
1-67

(40)

ADD/S:RSW/ms (26 Jan 72)

Distribution:

Orig RS - Adse, w/cy of Att (DD/S 71-3637)

1 - DD/S Subject, w/cy of Att & Background (DD/S 71-3479, 71-2807)

1 - RSW Chrono

DD/S 71-3637

MEMORANDUM FOR: Director of Personnel

Harry:

Reference the 30 August 1971  report on minority employment:

25X

Mr. Coffey has accepted my suggestion that the update be in a form that can go to ExDir for a Deputies' session. Meanwhile, he asks -- "Wonder if we have or could develop any ideas on improving our position - after first establishing that it should be improved?"

I know that efforts are being made -- black employees joining recruiters, the co-op, etc.

Do you suppose we could get from the Office of Education (OER might help) data on black college graduates grouped by the disciplines we recruit? Can the recruiters talk to their College Placement Officer contacts to learn what the black graduates are saying, where they look for/accept jobs? Does OTR have any idea? Is the black clerical attrition rate better or worse? What do we know about upward movement of blacks in CIA?

When it does go to the Deputies, you probably should be prepared with the latest figures by component.

*3/13*  
Robert S. Wattles

Atts

Routing Sheet dtd 3 Sept 71 to DD/S fr D/Pers, w/Memo  
dtd 30 Aug 71 for D/Pers fr DD/Pers/R&P, subj: Some  
Comparative Statistics on Minority Employment; w/Atts  
A thru D

ADD/S:RSW/ms (16 Sept 71)

Distribution:

Orig & 1 - Adse, w/O of Att (DD/S 71-3479)

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Notes

1 - RSW Chrono

Approved For Release 2003/02/27 : CIA-RDP84-00780R004200100011-5

STAT

Approved For Release 2003/02/27 : CIA-RDP84-00780R004200100011-5

WHEN THE NEXT STUDY IS  
DONE SUGGEST IT GO TO  
EXDIR FOR DEPUTIES —

13  
15 SEP 1971

Surely agree — meanwhile  
wonder if we have or  
could develop any ideas  
on improving our position —  
after first establishing that  
it should be improved.

15 SEP 1971

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## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Some Comparative Statistics on Minority Employment

FROM:

Director of Personnel  
5E-56 HQ.

EXTENSION

NO.

DD/S 71-3479

DATE

3 SEP 1971

STA

TO: (Officer designation, room number, and building)

DATE

OFFICER'S  
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

RECEIVED

FORWARDED

1. Deputy Director for  
Support 7D-18 HQ.

2.

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Attached is a report prepared by [ ] that compares our minority employment (Blacks) with two other Federal Agencies concerned primarily with foreign affairs, i.e., State, USIA. Minority employment information for AID was not available.

STA

The time frames differ somewhat from agency to agency -- CIA's date is as of 31 May 1971 whereas the State Department's cut-off date is 30 November 1970. We don't believe that these differences in cut-off dates make any significant statistical difference. To prove or disprove this point, we will send you an update as soon as all agencies concerned complete their compilations for FY 1971. We will also include data not presently available concerning women. In addition, statistics for AID will be included.

STA

[ ]  
Harry B. Fisher  
Director of Personnel

Attachment

Obviously we don't compare favorably at either the professional or non-profession level.

**SECRET**

DD / S R E G I S T R Y

**EYES ONLY**FILE *Personnel* 11

DD/S 71-2807

14 July 1971

MEMORANDUM FOR: Director of Personnel

Harry:

We were chatting earlier today with [ ] and reflected back on his time with the Management Advisory Group. We alluded to the junior officers' group interest in the subject of minorities and were surprised to hear him say that he and MAG, while he was a member, had raised this as a potential worry for the Agency. He said also that MAG believed that the Department of State has a much better record on the question of minorities than does CIA.

Would you ask [ ] if he would let us know what the Department's picture is on minorities and especially Black personnel (FSO - FAS - FSRU - FSS, etc. and GS). Would you ask also if he has equivalent figures for AID and USIA. Finally, would you ask for statistics on women in these various categories. (It may be that before DD/P put out his recent memorandum some statistics of this kind were obtained for him from State.) Assuming that you are successful in getting information from [ ] I believe we should develop a comparative picture which we might have available for later reference and use.

[ ]

John W. Coffey

DD/S:JWC:maq

Distribution:

Orig - Adse

1 - DD/S Subject

1 - DD/S Chrono Ref Sht

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